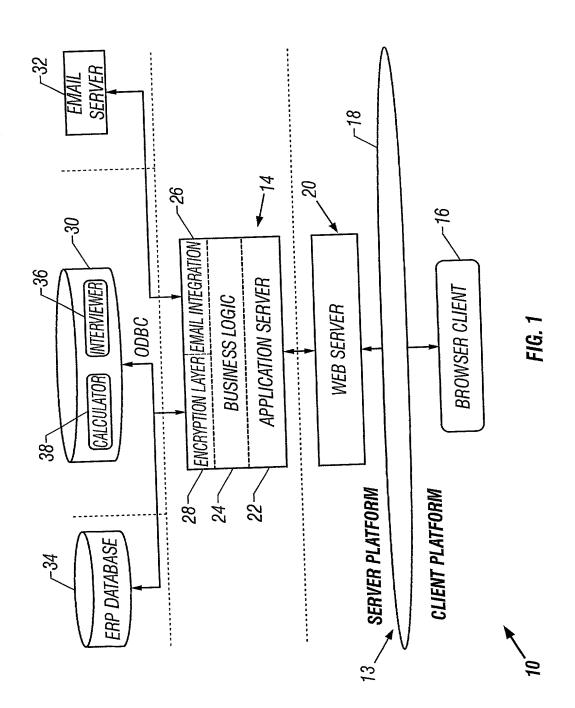
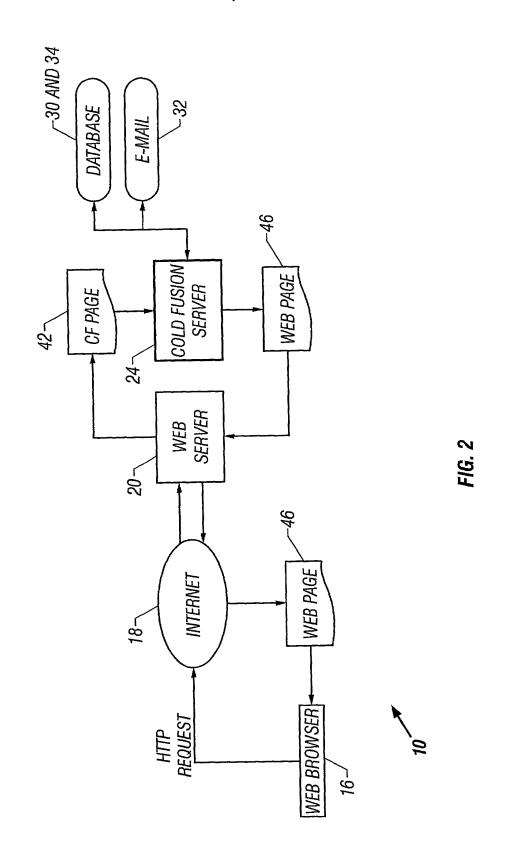
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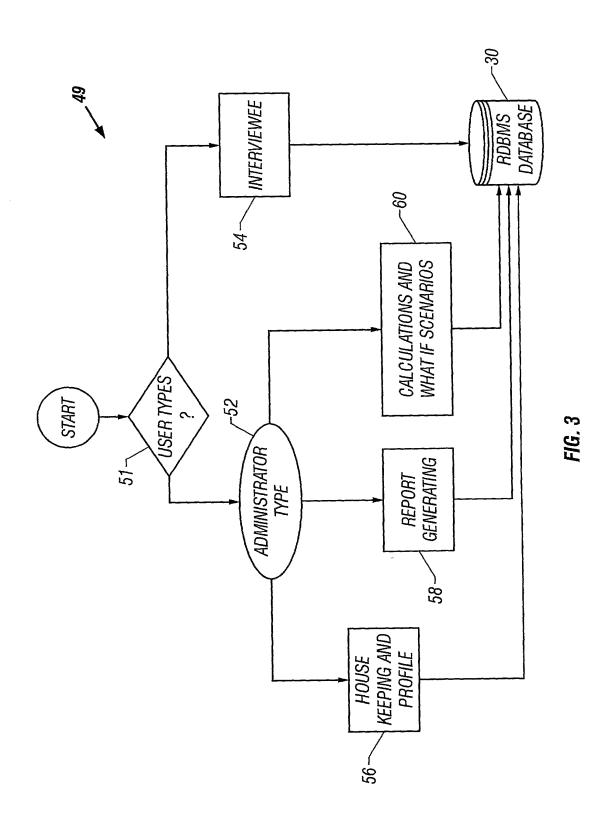


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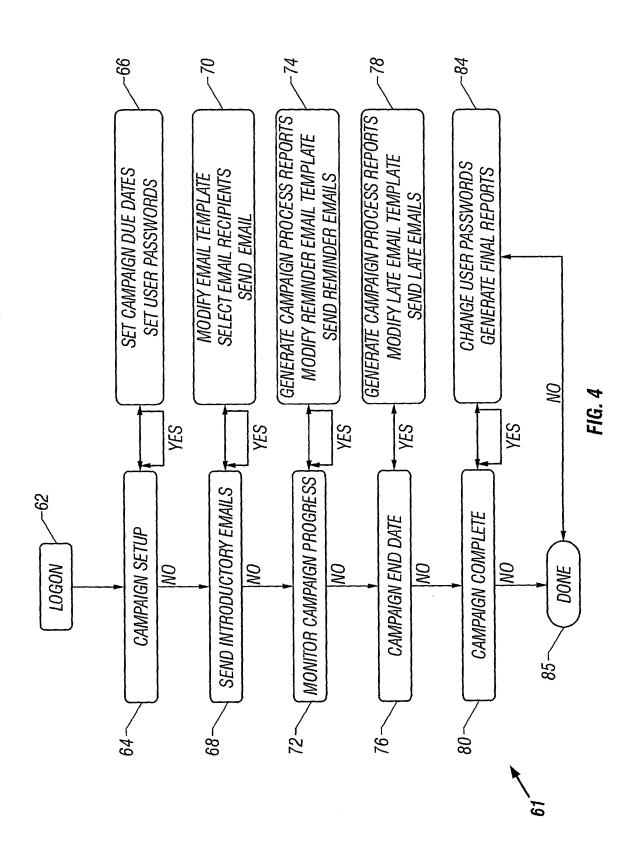
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FIG. 4A

O Send Late Notice Email To Selected **Manager** Who Haven't Submitted The Interviewer On Time O Send Late Notice Email To All **Employees** Who Haven't Submitted The Interviewer On Time Send Reminder Email #2 To All Employees Who Haven't Submitted A Questionnaire Yet OSend Introduction Email For Iterview Campaign To Selected **Managers** Only (Two Parts) OSend Introduction Email For Interview Campaign To All **Employees** With Email (Two Parts) OSend Reminder Email #1 To Selected **Manager**s Who Haven't Submitted The Interviewer Yet Send Reminder Email #1 To All Employees Who Haven't Submitted A Questionnaire Yet O Send Reminder Email #2 To Selected **Managers** Who Haven't Submitted The Interviewer Yet (Leave Blank If You Don't Want To Send Hidden Copy) Add Virtual Employees (Planitax inc. Direct Access) □Send Summary E-mail To From Address Send A Hidden Copy Of Every E-mail To: □ Apply Only To Selected Department liew Favorites Tools Help 슌 Add Now Mailing System: Done

FIG. 4B

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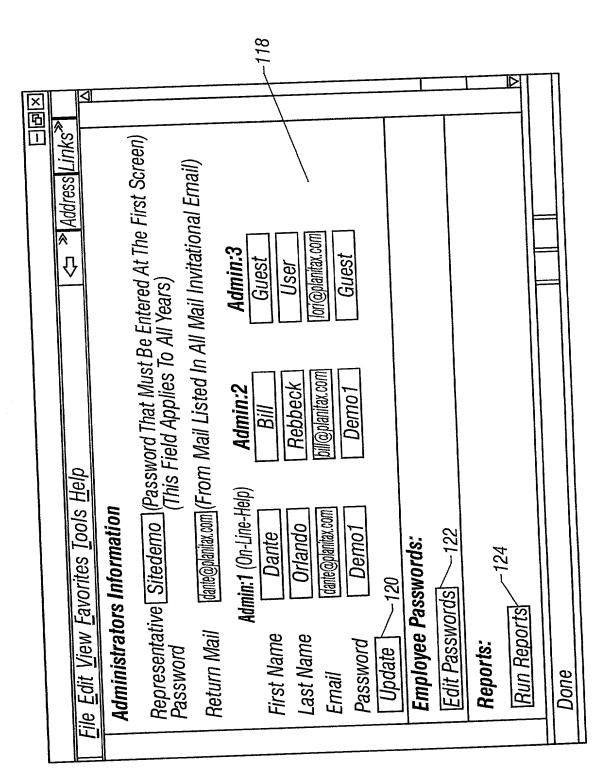


FIG. 4C

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OPPENHEIMER WOLFF & DONNELLY, LLP Rambod Nader at 650-320-4000 Title: Network Based Interviewing and Processing System Docket No. 60612 3003001 Sheet 10 of 18

10/18 × 回 I Dept.Num. Research Superv. Support R&D 0.0 Tester <u>File Edit View Favorites Tools Help</u> Average All Department Camberlango R&D Questionnaire Detail Report By State Calendar Year: 2000 State: CA Employee Name 2 Average State: CA Melanie

FIG. 4F-1

																	
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FIG. 4F-2

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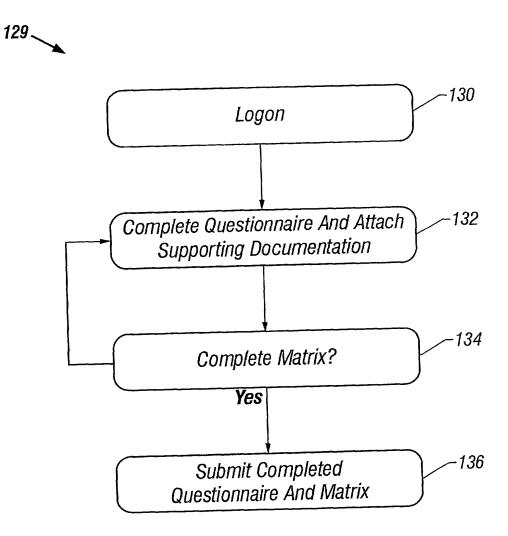
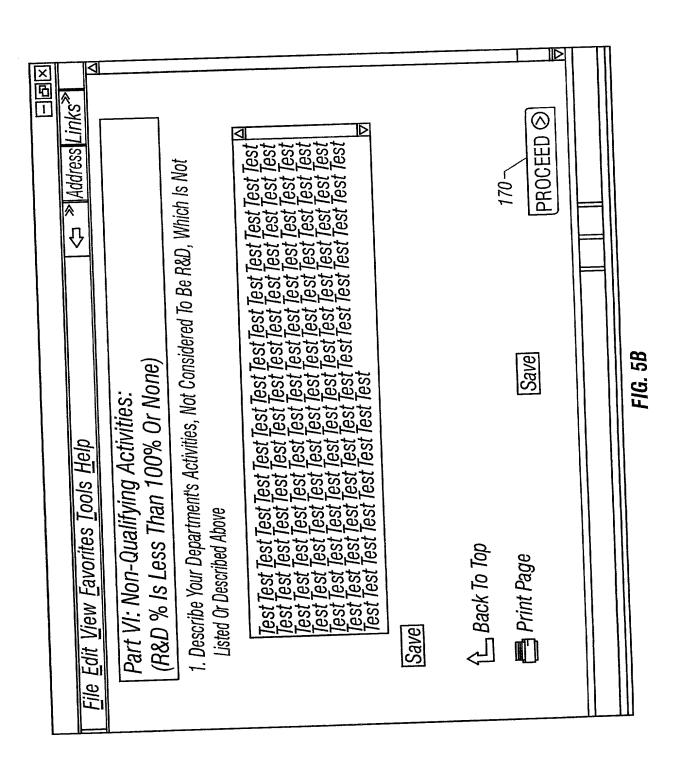


FIG. 5

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<¬ * Address Links*	166	Your Time For Submitting The Questionnaire Has Expired!		Paul	Jordan 164	seda@planitax.com 100-1006	100-1006-PC Firmware	Manager	Part I: Research And Development Activities-In General	To Qualify All Research And Development Activities Must Be Performed In The U.S.	1. Does Your Department Perform Only Direct Research And Development Activities?		If Yes, Go To Part II 2. Does Your Department Perform A <u>Combination</u> Of Direct Research And	Development Activities And Direct Support Activities?	
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FIG. 5A



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FIG. 5C

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